

Labor Practices Policy Description

Relevant Policy	Category	Key Details
Human Rights Policy	Compliance with Working Hours	Comply with applicable national laws regarding working hours, including overtime, night shifts, holidays, breaks, and rest periods.
	Minimum Wage Guarantee	Comply with laws, policies, and standards related to minimum wage and employment conditions, including social insurance.
	Prohibition of Discrimination	Prohibit discrimination in wages, promotions, or other working conditions based on race, ethnicity, nationality, gender, religion, place of birth, disability, marital status, pregnancy, childbirth, political opinion, sexual identity, union membership, etc.
	Freedom of Association and Collective Bargaining	Ensure all employees can form and join labor unions and engage in collective bargaining in accordance with labor laws and collective agreements; prohibit discrimination or unfair treatment for exercising such rights.
Employment Rules	Work–Life Balance Support	Operate support systems and provide benefits across diverse areas including paid annual leave, family, growth, and health to promote quality of life.